
National Clinical Homecare Association Annual Conference 2019

Focusing on the Future

Supporting the Supply of Specialist Homecare Nurses

Kate Kelly

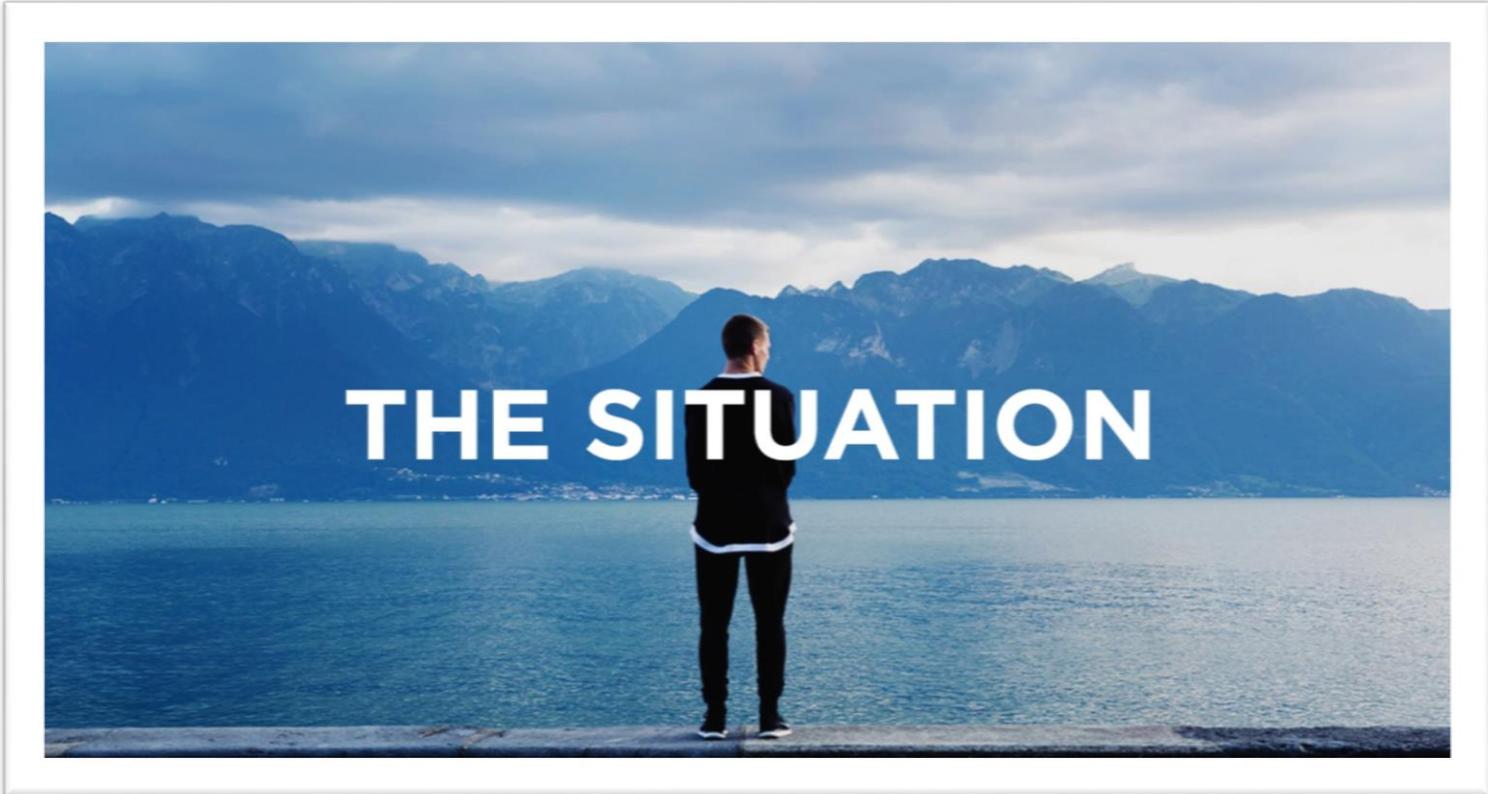
Chair - NCHA Nursing and Clinical Nursing Services



Outcome of the session

- **Current situation**
- **Recruitment challenges**
- **Specialist Homecare Nurses**
- **Opportunities & vision**





THE SITUATION

Current situation

- Prime Minister set out 5-year NHS funding plan
- Commit an extra £20.5 billion a year for the NHS by 2023-24 as part of our long-term plan for the health service. Meaning people can live longer healthier lives
(Dept of Health June 2018)
- For hospitals, reducing average length of stay has historically been an important means of improving productivity
- Patient choice of closer to home or at home
- Number of Homecare patients will continue to increase



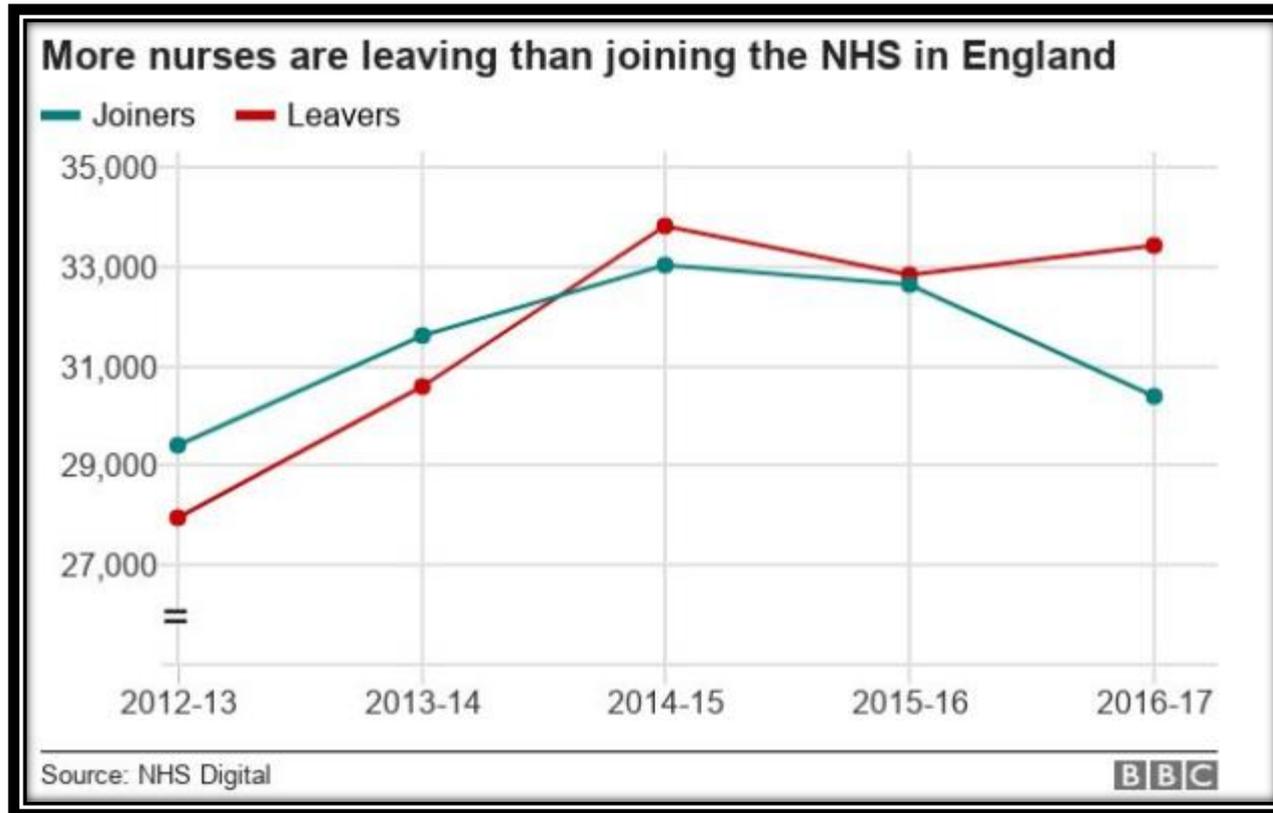
What's happening to the nurse workforce?

- The NHS is "haemorrhaging" nurses with one in 10 now leaving the NHS in England each year
- More than 33,000 walked away last year, piling pressure on understaffed hospitals and community services – burn out
- Estimated 40,000 – Actual number of nursing vacancies has jumped by 2,626 (8.3%) over the past year from 31,634 to 34,260
- Homecare nurses leave within the first 12 months due to lone working / driving

(RCN, 2017, NHS digital, NHS England 2019)



Increase of attrition



Where are the nurses going?

- **Moving abroad or leaving nursing altogether to pursue other careers**
- **We are haemorrhaging nurses at precisely the time when demand has never been higher**

(RCN nursing head 2018, NHS digital data 2019)



Recruitment challenges

- We regularly face recruitment difficulties
- The essential challenge remains – getting the right people with the right skills in the right place at the right time to meet service and patient needs
- In a briefing paper¹ the King's Fund, the Health Foundation, and the Nuffield Trust predicts that NHS staff shortages in England could increase from 100 000 at present to almost 250 000 by 2030 if not dealt with. This could reach 350 000 if the NHS continues to lose staff and cannot attract skilled workers from abroad
- This impacts all of us

(Health Business article Recruitment challenges : the NHS perspective Jan 2018)

- The RCN has welcomed the launch of the biggest NHS recruitment drive in 70 years history

(Royal college of Nursing 3 July 2018)

NHS
Improvement

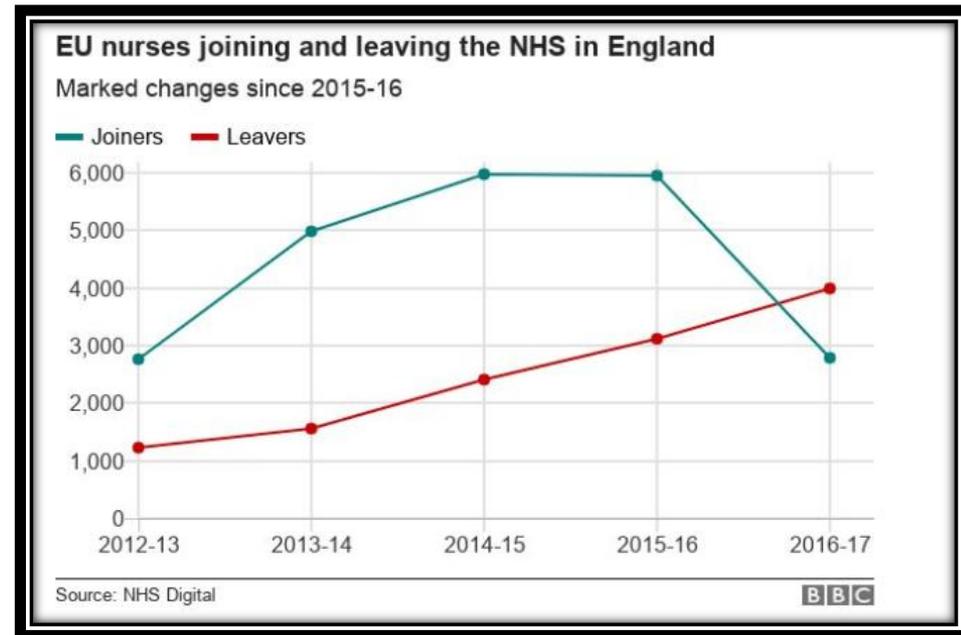
**Evidence from NHS
Improvement on clinical
staff shortages**
A workforce analysis

February 2016

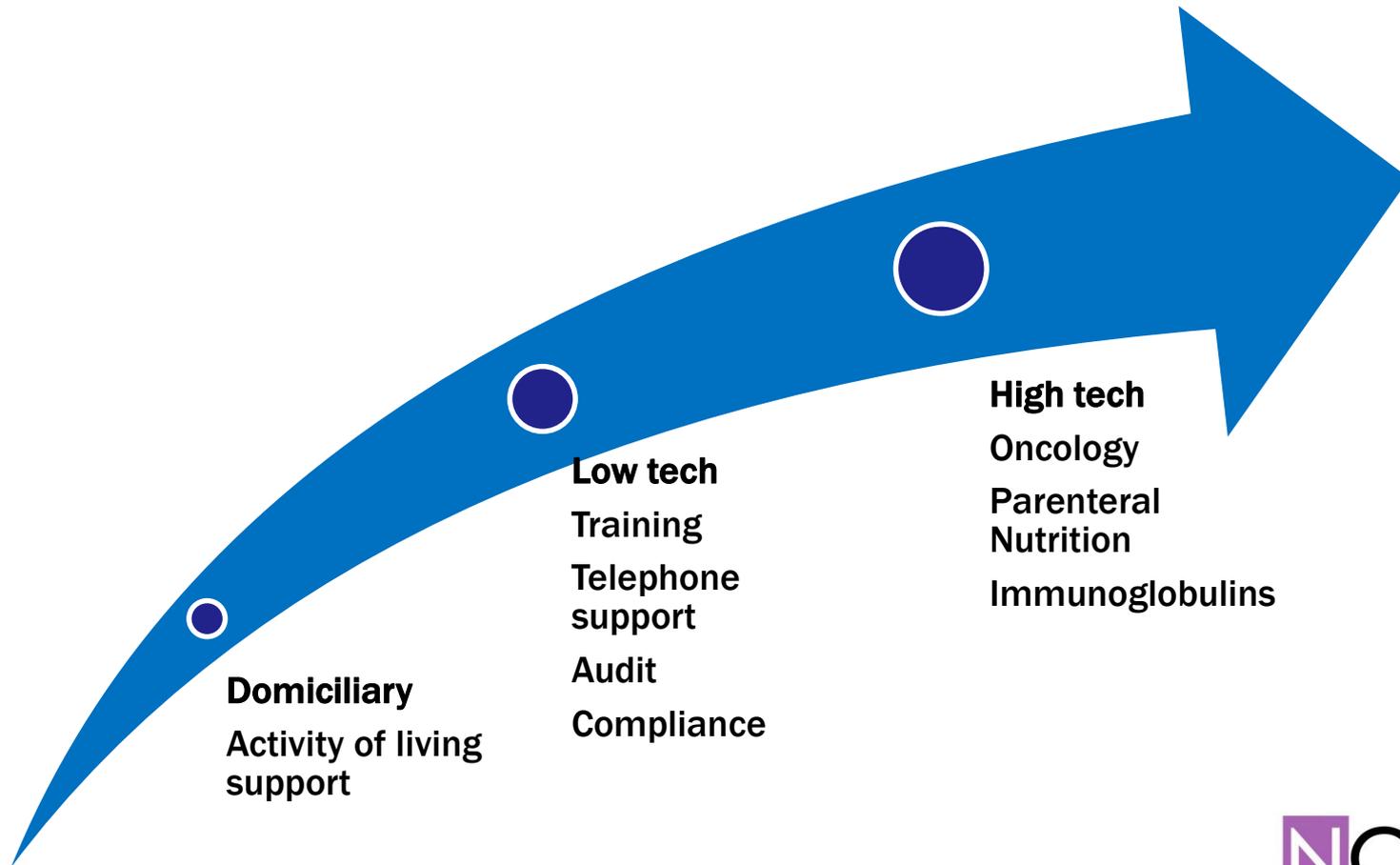


Brexit

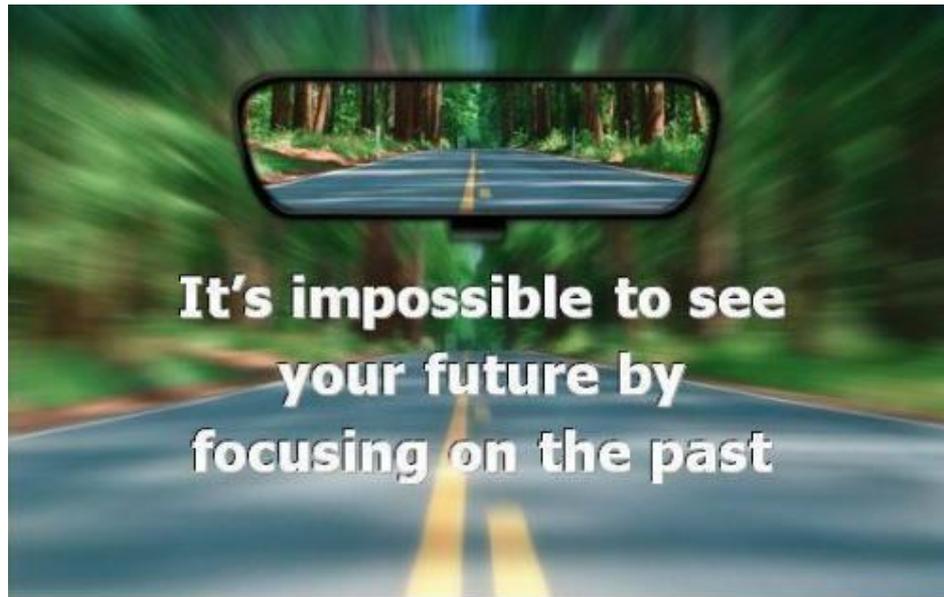
- Brexit may have had an impact. Since the referendum the NHS has gone from EU joiners outnumbering leavers to the reverse - more leavers than joiners
- However, this has also been affected by Brexit and the language test of the Nursing and Midwifery Council.
- As a result, the number of EU nurses coming to the UK has dropped by 89% since the UK voted to leave the EU



Developments in home care nursing



Focusing on the future



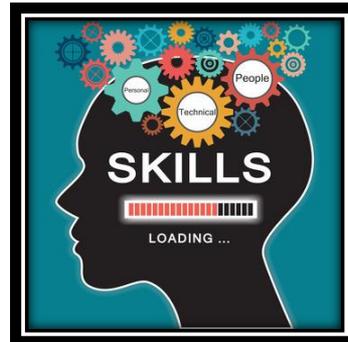
Specialist homecare nursing

This short video demonstrates what is required to be a homecare nurse but the benefits of specialised homecare nurses for not only the patients, but NHS & nursing community



Skills and experience

Multi faceted skills and Experience



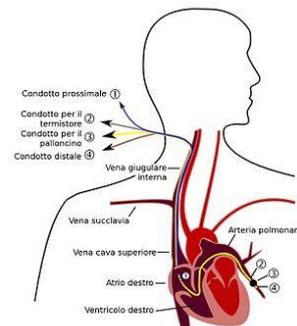
Lone Worker Ability



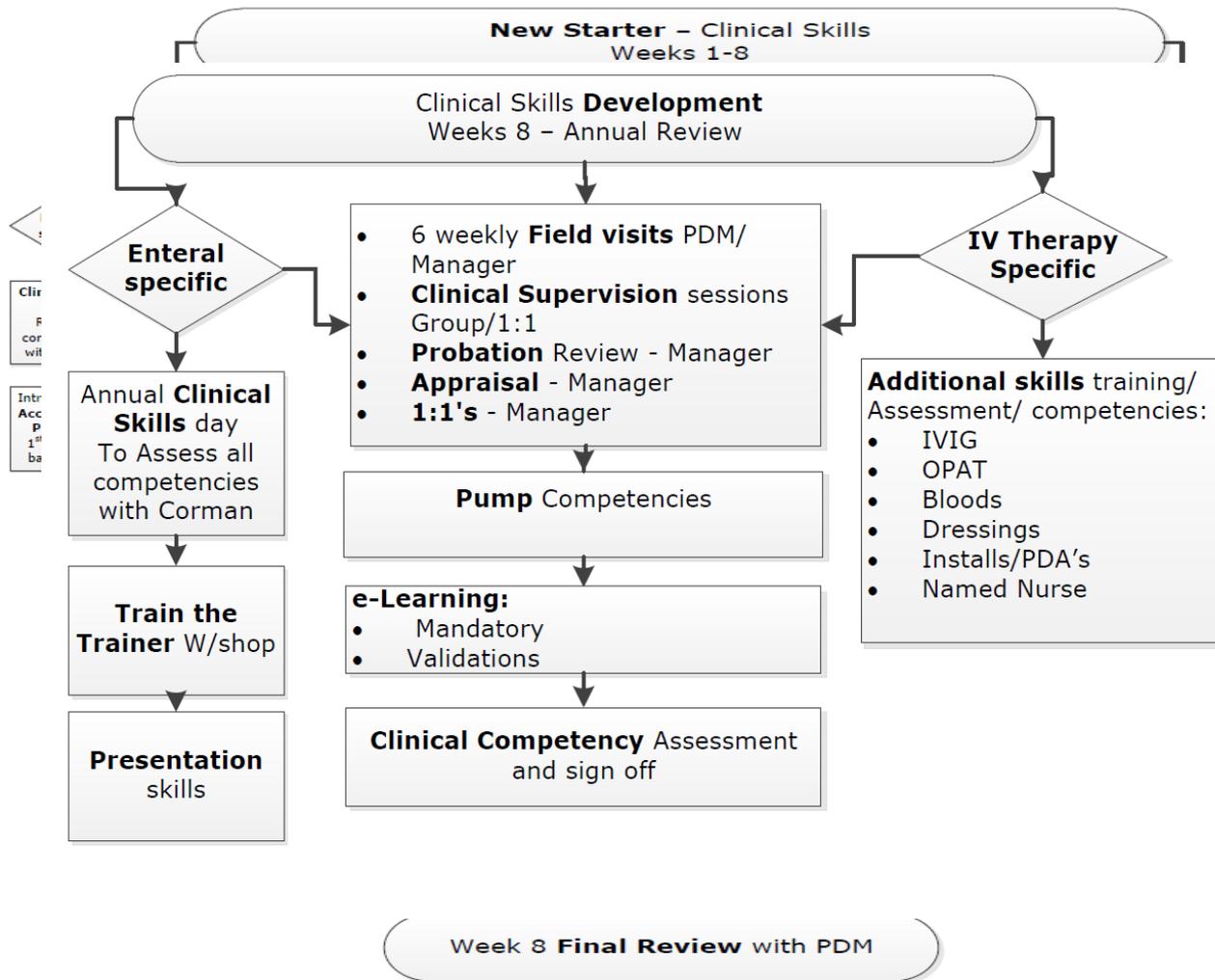
Multi complexities



Central Line Management



National competencies



Opportunities and vision



Strengthening our workforce

- The NHS in 2020 is going to be looking after more patients, better funded and larger than the NHS of today
- We will need more registered nurses in 2020 than today
- HEE forecasts growth of at least 6,000 extra nurses but this could be considerably higher
- Doubling the number of Nursing Associates to 2000 this year
- We will continue to develop new professional roles

(Key improvements for 2017/18 and 2018/19)



Areas to consider

Brand Awareness

- Implement nursing attraction and brand awareness campaign
- Key marketing strategy – Career board advertising

Innovative approach

- Partnership working- Homecare/ NHS Rotations
- Rolling recruitment program – smart working
- Review overseas recruitment
- Agency market review- partnership approach

Retention

- Flexible working
- Wellbeing Champions
- Reward & recognition
- Promoting career pathways
- Further education and training



Retention- Support for nurses

Support process in place for field based nurses

You care for our patients, we care for you



Support

- Regular contact with manager
- Individual and team meetings
- 6 weekly field visits
- 24 hour advice line and manager on call
- Independent counselling/staff support line
- Occupational health service
- 24 hour company car fleet support
- Dedicated resource planning and rota coordination team

Training & development

- Comprehensive induction process including a 1 week residential course
- Individualised training plan and support from our clinical excellence team
- Ongoing structured competency based training and assessment
- Dedicated e-learning tool for nursing staff
- Support with attendance at professional conferences
- Probation, 3 monthly, and annual reviews
- NMC revalidation support

Technology

- Provision of individual iPad
- Specialised IT system to assist with daily nursing documentation, route planning, expenses reports
- Lone worker protection system
- Centralised IT support

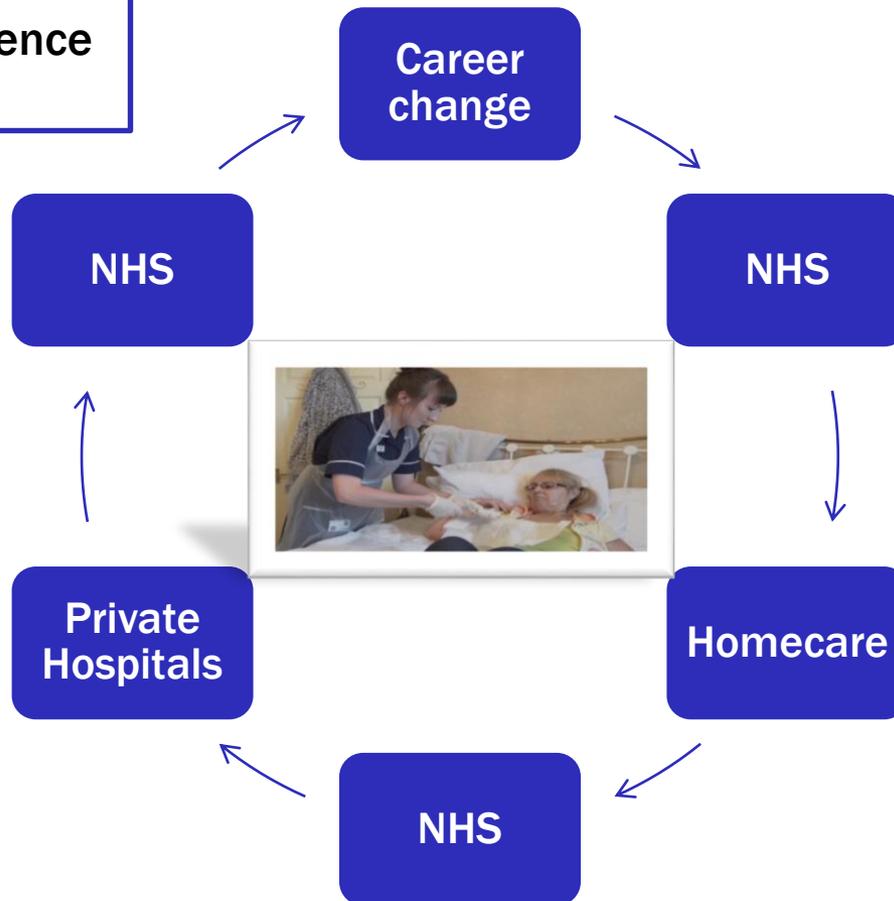
Clinical governance

- Robust protocols and clinical guidelines
- Clinical supervision support
- Mentorship from experienced members of staff
- Buddy system and supernumerary shadowing on appointment



Example cycle of a nurse career

Homecare contribute towards skill & experience development



Transition between NHS: Homecare : NHS

The main clinical skill that I continue to use within the NHS is IV therapy. As a mentor within the NHS I can safely teach and monitor students using the aseptic technique knowing that I am following the NICE guidelines correctly. The company taught me the importance of this skill and the reasons for doing it correctly. I am now competent in connecting and disconnecting PN, one skill that now enables me to carry out agency bank shifts on the surgical wards in the hospital. I would not have done this previously as I am an acute medical nurse rather than surgical. I can also confidently deal with Hickman and PICC lines and sites, these I use often in my role as a community nurse caring for oncology patients. All these skills have benefitted my current role.

I also have more confidence in my own abilities. Due to the remote working and the pressures of timed visits my IT skills and organisation skills have also been developed. This has been a great asset to have when I am planning my visits within the NHS.

But the main thing I brought away with me was how very professional the company is. I have always been professional in my work however company instilled in me how very important this is and I continue to have this ethos during some extremely pressured times when working on the wards.

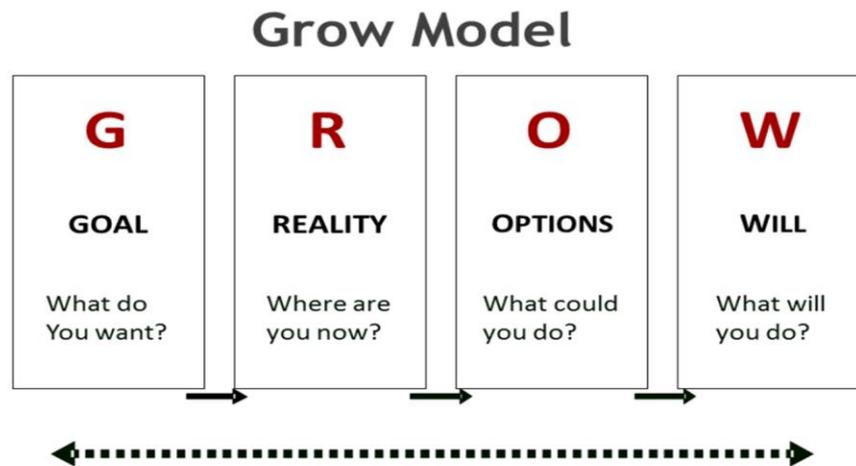
As I said at my exit interview, the only reason for leaving the company was the amount of travelling that was needed because of where I lived.

(Jacquie Sanderson- Band 7 Oncology Community NHS nurse)



Summary

- ✓ There are challenges in nursing recruitment and retention
- ✓ We need to work together to bridge the gap
- ✓ Specialist skills are developed in both NHS and Homecare
- ✓ Develop a symbiotic approach towards recruitment of nurses
- ✓ We have to be creative





If we work in partnership, the future will be bright